Fiscal Year
2021

NYC Government
Workforce Profile
Report

Workforce at a Glance

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Front and back cover photographs courtesy of the Mayoral Photography Office

Overview

The *New York City (NYC) Government Workforce Profile Report* presents a compilation of workforce data reflecting the City of New York's municipal workforce across 72 agencies. Included in this executive summary are key high-level workforce indicators related to Fiscal Year 2021 (July 1, 2020 – June 30, 2021).

Various data sets spanning 10 fiscal years (2012 through 2021) at the citywide, agency-specific, top 10 civil service titles, and job category levels are available online.

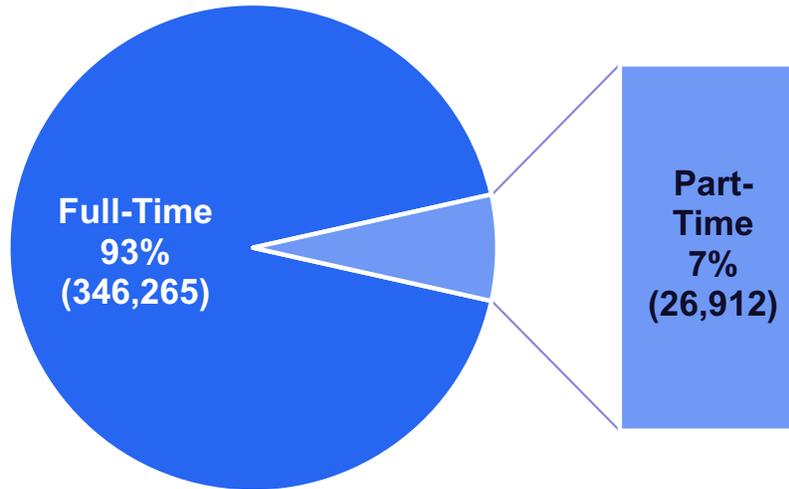| NYC Government Workforce Summary Indicators, Fiscal Year 2021		
Headcount		373,177
Gender Composition	Female	58%
	Male	42%
	A gender not listed above	<1%
Race/Ethnicity Composition	Non-White	64%
	White	36%
Salary Median[1]		$80,440
Percent Hired During FY21		4%
Percent Separated During FY21		6%
Retirement Eligibility[2]	FY 2021	16%
	FYs 2022-2026	13%
Age Median		43
Years of Service Median		11
Other	Manager	3%
	Union Representation	95%
	Uniformed Service	17%

Headcount

New York City government is one of the largest employers in the nation, on par with other large employers, such as United Parcel Service (408,255 employees) and IBM (364,800 employees). These companies rank seventh and eighth in the total number of employees on the Fortune 500 List.[3]

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[1] *Salary median is limited to Annual Base & Full -Time Employees only. Does not include such items as longevity increases, pay differentials or overtime, nor does it include pension or other fringe benefits.*

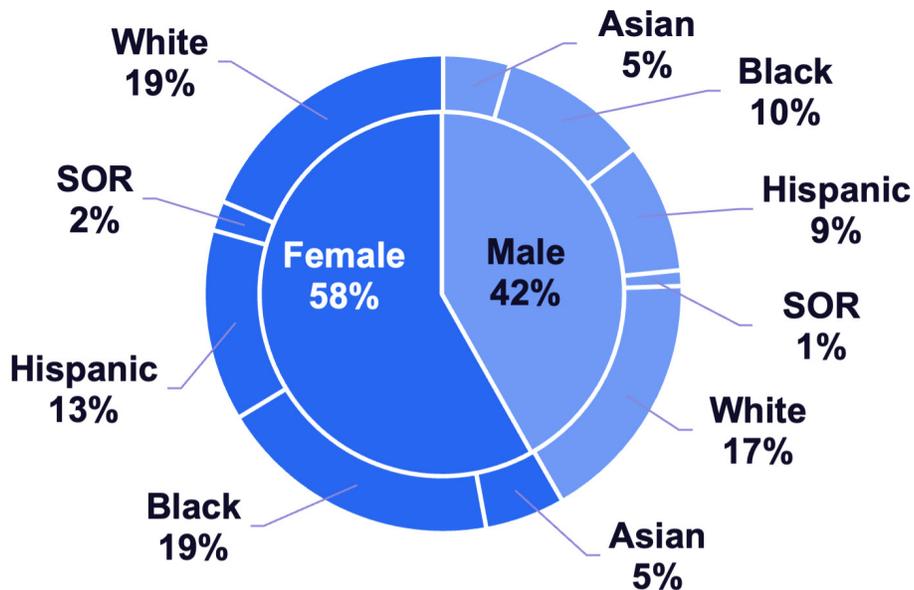[2] *Retirement eligibility percentages are for all employees and not limited to pension enrolled employees only.*

[3] *Source: https://fortune.com/ranking/fortune500/2021/search*

NYC Government Workforce by Full-Time vs. Part-Time Headcount, FY 2021

Full-Time
93%
(346,265)

Part-Time
7%
(26,912)

Gender & Race/Ethnicity

The City's government workforce is among the most diverse in the nation, comprised mostly of females and people of color.
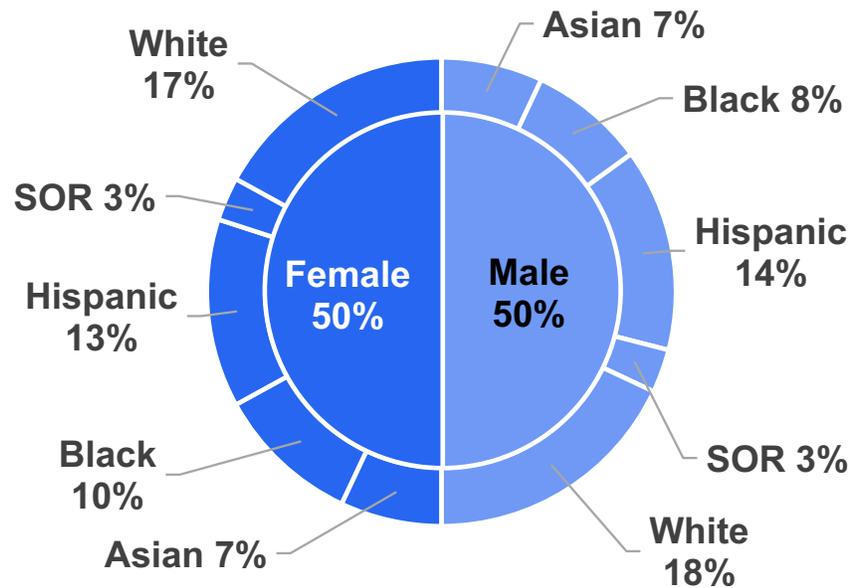
NYC Government Workforce by Gender[4] & Race/Ethnicity[5], FY 2021

White 19%
SOR 2%
Hispanic 13%
Black 19%
Female 58%
Male 42%
Asian 5%
Black 10%
Hispanic 9%
SOR 1%
White 17%
Asian 5%

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[4] *Employees of other genders include non-binary, and employees who do not disclose their gender, make up <1% of the employee population and thus, are not reflected in the charts.*

[5] *The Asian category includes Native Hawaiian or Pacific Islanders. SOR indicates Some Other Race including American Indian/Alaskan Native, two or more races, and unspecified race.*

NYC Total Employed Population by Gender & Race/Ethnicity, CY 2021[6]

- White 17%
- SOR 3%
- Hispanic 13%
- Black 10%
- Asian 7%
- Female 50%
- Male 50%
- Asian 7%
- Black 8%
- Hispanic 14%
- SOR 3%
- White 18%

NYC Government Workforce vs. Other U.S. Government Jurisdictions Demographic Profiles

Type	Juris-Diction[7]	Year	Headcount	Gender		
				Female	Male	Other[8]
Municipal	New York	2021	373,177	58%	42%	<1%
Municipal	Boston	2021	17,255	55%	45%	N/A
State	Florida	2020	86,921	58%	42%	N/A
State	Georgia	2021	62,218	62%	38%	N/A
County	Los Angeles	2021	94,199	60%	40%	<1%
State	New Jersey	2020	67,335	55%	45%	N/A
Municipal	Philadelphia	2021	23,722	35%	65%	N/A
Federal	U.S. Federal Government	2021	2,181,106	44%	56%	N/A

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[6] *Most current available data. Source: United States Census Bureau: Calendar Year (CY) 2021 American Community Survey (ACS) Public Use Microdata Sample.*

[7] *Data above reflects most current available data. N/A indicates Not Available. Jurisdiction sources:*
Boston   Florida   Georgia   Los Angeles   New Jersey   Philadelphia   Federal Government

[8] *Employees of other genders include non-binary, and employees who do not disclose their gender, make up <1% of the employee population and thus, are not reflected in the charts.*

		Race/Ethnicity				
Type	**Jurisdiction**	**Asian[9]**	**Black**	**Hispanic**	**SOR[10]**	**White**
Municipal	New York	10%	29%	22%	3%	36%
Municipal	Boston	5%	29%	14%	1%	51%
State	Florida	N/A	29%	12%	4%	55%
State	Georgia	2%	46%	3%	4%	45%
County	Los Angeles	19%	18%	41%	1%	20%
State	New Jersey	5%	30%	12%	1%	52%
Municipal	Philadelphia	4%	48%	7%	2%	39%
Federal	U.S. Federal Government	6%	18%	9%	2%	61%

NYC Government Workforce vs. Other U.S. Government Jurisdictions Demographic Profiles (Continued)

Salary

This section examines the annual base salary of full-time employees only. The annual base salary charts below exclude longevity increases, pay differentials or overtime, and pension or other fringe benefits.

The salary range for most City positions is set by collective-bargaining agreement. The salaries for managerial positions and other positions not covered by collective bargaining agreements are set by the mayor. There are a handful of positions, which include the mayor, city council members, and other elected positions where salary is set by law.

NYC Government Workforce vs. NYC Total Employed Population[11] Full-Time (FT) Salary Distribution, Fiscal Year 2021

Legend:
- % of FT NYC Government Workforce
- % of FT NYC Employed Population
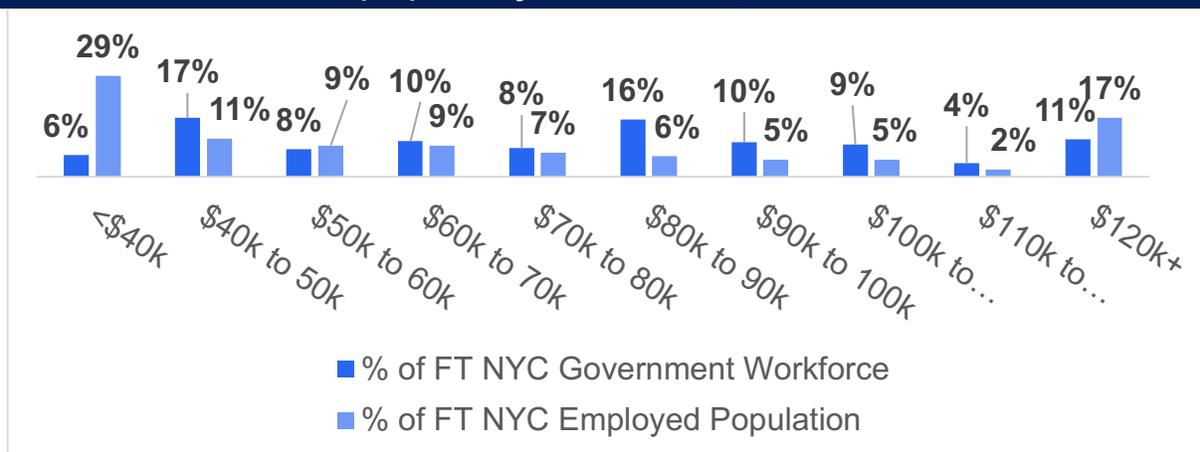
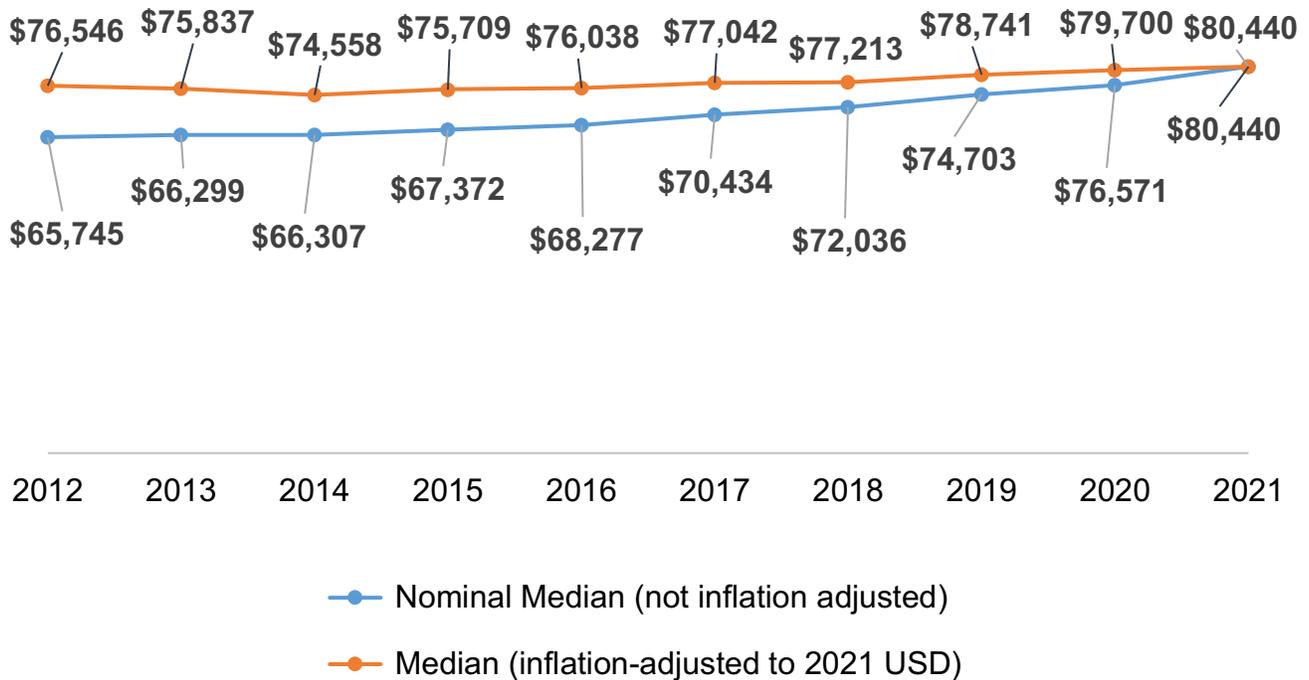[9] *The Asian category includes Native Hawaiian or Pacific Islanders.*

[10] *SOR indicates Some Other Race, including American Indian/Alaskan Native, two or more races and unspecified race.*

[11] *Source: United States Census Bureau Calendar Year (CY) 2020 American Community Survey (ACS) Integrated Public Use Microdata Series (IPUMS) 1-year estimates.*

NYC Government Workforce Trends by Inflation[12] Adjusted Full-Time Annual Salary Range, Fiscal Years 2012 - 2021

95th Percentile	$121,594	$119,462	$119,162	$121,997	$125,282
Median	$76,546	$75,837	$74,558	$75,709	$76,038
5th Percentile	$37,427	$36,525	$36,058	$36,961	$37,155
	2012	**2013**	**2014**	**2015**	**2016**

95th Percentile	$128,431	$129,078	$132,316	$133,386	$130,351
Median	$77,042	$77,213	$78,741	$79,700	$80,440
5th Percentile	$37,588	$37,787	$38,487	$38,926	$38,287
	2017	**2018**	**2019**	**2020**	**2021**

NYC Government Workforce Trends by Inflation[12] Adjusted Median & Nominal Median Annual Salary, Fiscal Years 2012 - 2021

Median (inflation-adjusted to 2021 USD): $76,546, $75,837, $74,558, $75,709, $76,038, $77,042, $77,213, $78,741, $79,700, $80,440

Nominal Median (not inflation adjusted): $65,745, $66,299, $66,307, $67,372, $68,277, $70,434, $72,036, $74,703, $76,571, $80,440

2012 2013 2014 2015 2016 2017 2018 2019 2020 2021

- Nominal Median (not inflation adjusted)
- Median (inflation-adjusted to 2021 USD)

[12] *Most recent information available. Inflation adjustments are based on the Consumer Price Index (CPI) for all urban consumers in the New York-Northern New Jersey-Long Island area, which was re-indexed to June 2021. Source: https://data.bls.gov/cgi-bin/surveymost?cu*
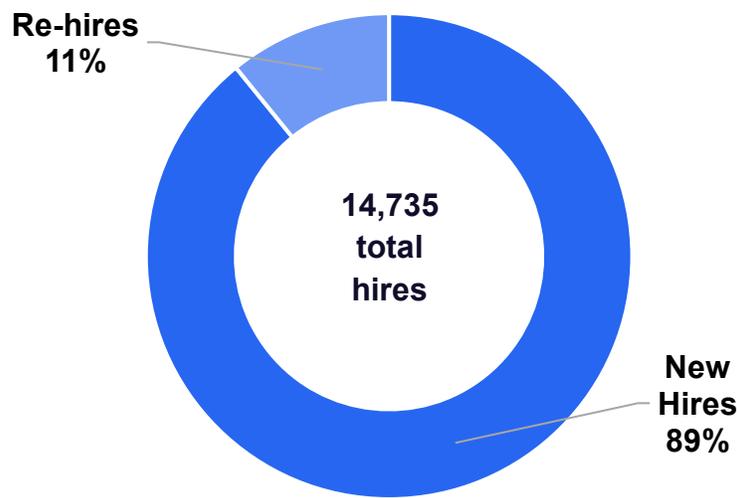
Hires

Hires are grouped under new hires and re-hires.

New Hires are employees who were onboarded during the fiscal year and had no prior service in the agencies or titles covered in this report.

Re-hires are employees who were onboarded during the fiscal year and, by looking at City government start date and agency start date, were found to have prior City service.

NYC Government Workforce by Type of Hire, Fiscal Year 2021

Re-hires
11%

14,735
total
hires

New
Hires
89%

NYC Government Workforce Age Distribution by Type of Hire, Fiscal Year 2021

Age	% New Hires	% Re-Hires
<20	2%	1%
20 to 24	17%	7%
25 to 29	27%	22%
30 to 34	19%	18%
35 to 39	11%	15%
40 to 44	8%	12%
45 to 49	6%	8%
50 to 54	5%	7%
55 to 59	3%	5%
60 to 64	1%	3%
65+	1%	2%

■ % New Hires   ■ % Re-Hires

Separations

Separations are determined by evaluating each active employee at the close of the prior fiscal (i.e., FY20) year who was not active at the close of the current fiscal year (i.e., FY21).

Separations are grouped under six different reasons.

Retirement: Voluntary separation of an employee from City service after applying to receive benefits under their pension plan.

**Resignation:** Voluntary separation of an employee for reasons other than retirement.

Dismissal: Involuntary separation of an employee not due to budgetary constraints or mandatory headcount reductions. This category includes reasons such as not passing probation, poor performance, or not maintaining the required licenses or certifications for a particular position.

Layoff: Involuntary separation of an employee due to budgetary constraints or mandatory headcount reductions.

Deceased: Employees who passed away during the fiscal year

Other: Separated employees for reasons including suspension of seasonal work, those whose reason for leaving is not covered by the categories above, or data regarding their separation reason was unavailable.

NYC Government Workforce by Type of Separation, Fiscal Year 2021

Other 16%
Deceased 2%
Dismissal 10%
Resignation 38%
24,583 total separations
Retirement 34%
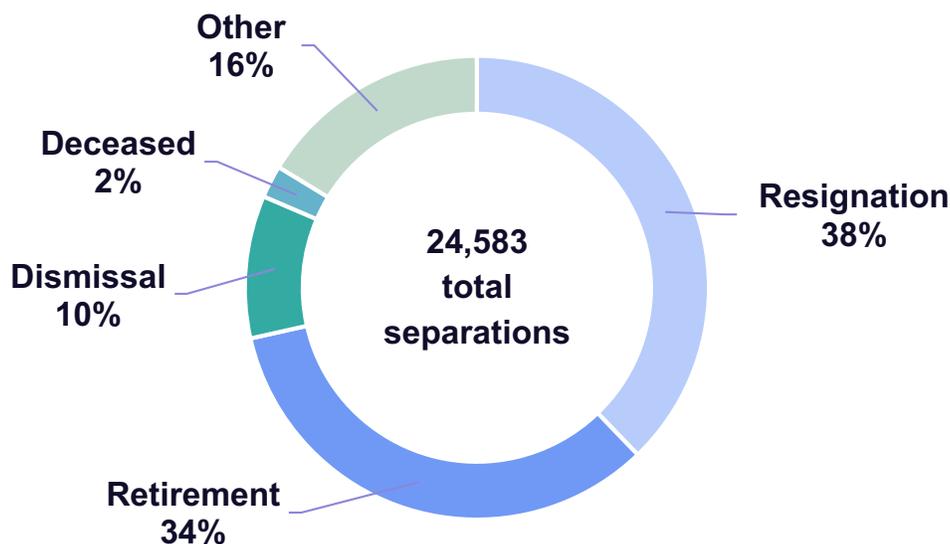
NYC Government Workforce vs. Total NYC Employed Population Separations, Fiscal Years 2012-2021

Fiscal Year	NYC Government	Total NYC Employed Population[13]	
		All Jobs[14]	Stable Jobs[15]
2012	7%	16%	8%
2013	6%	17%	8%
2014	7%	17%	8%
2015	7%	17%	8%
2016	8%	17%	8%
2017	7%	17%	8%
2018	7%	17%	8%
2019	8%	16%	8%
2020	7%	19%	11%
2021	6%	N/A	N/A

NYC Government Workforce Separations by Age Bands, Fiscal Year 2021

■ All Separations ■ Retirements ■ Resignations

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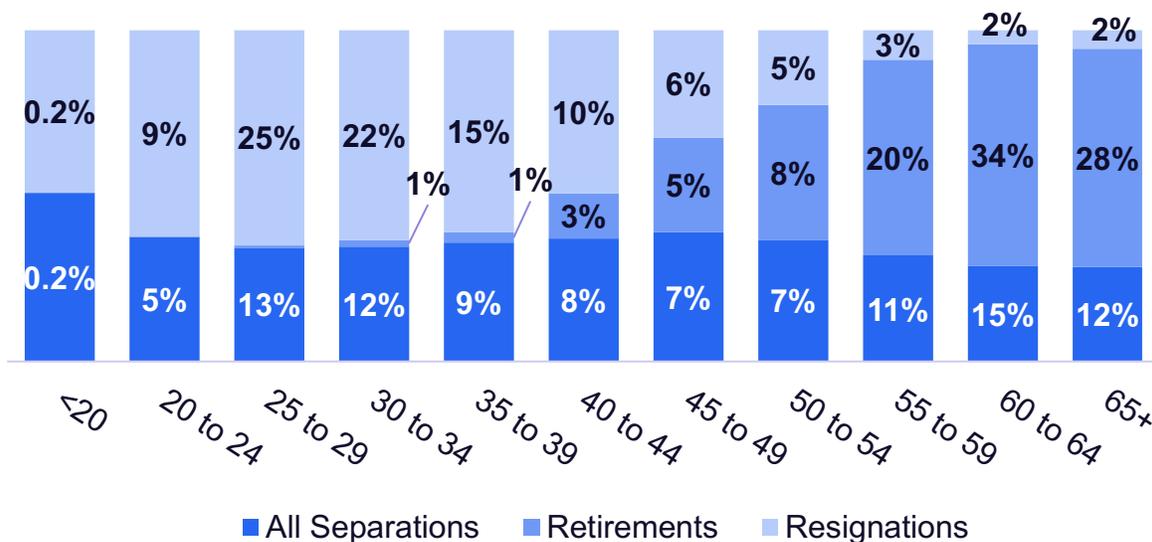
[13] *Total NYC Employed Population Source: US Census Quarterly Workforce Indicators (https://lehd.ces.census.gov/data). Data provided for New York City Counties. Figures based on quarterly averages for each year. Table reflects latest available data.*

[14] *All Jobs: Estimated number of workers whose job with a given employer ended in the specified data period. N/A indicates Not Available.*

[15] *Stable Jobs: Estimated number of workers who had a job for at least a full quarter and then the job ended. Jobs are counted as a stable separation in the last quarter of employment. N/A indicates Not Available.*
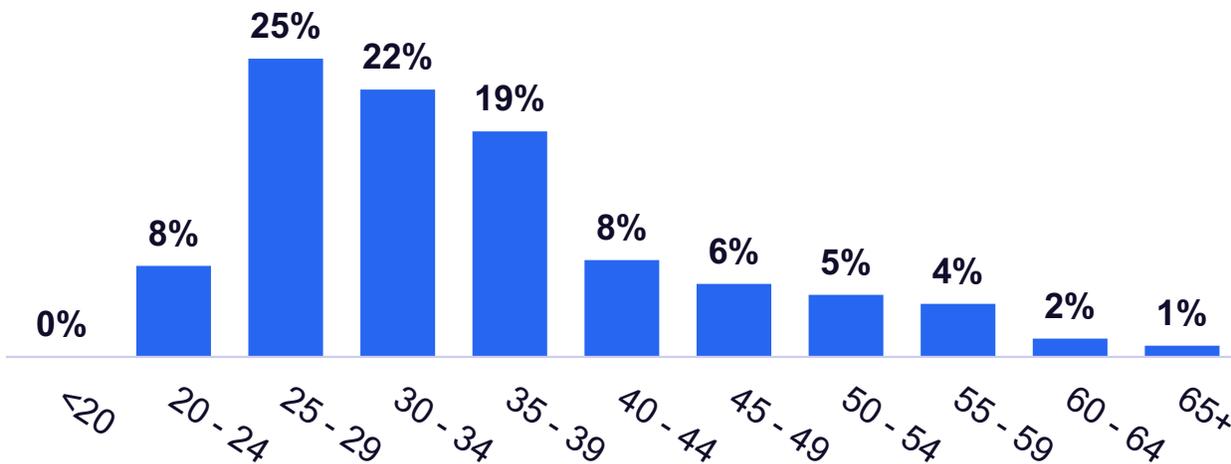
NYC Government Workforce Separations by Years of Service Bands, Fiscal Year 2021

Chart legend: ■ All Separations ■ Retirements ■ Resignations
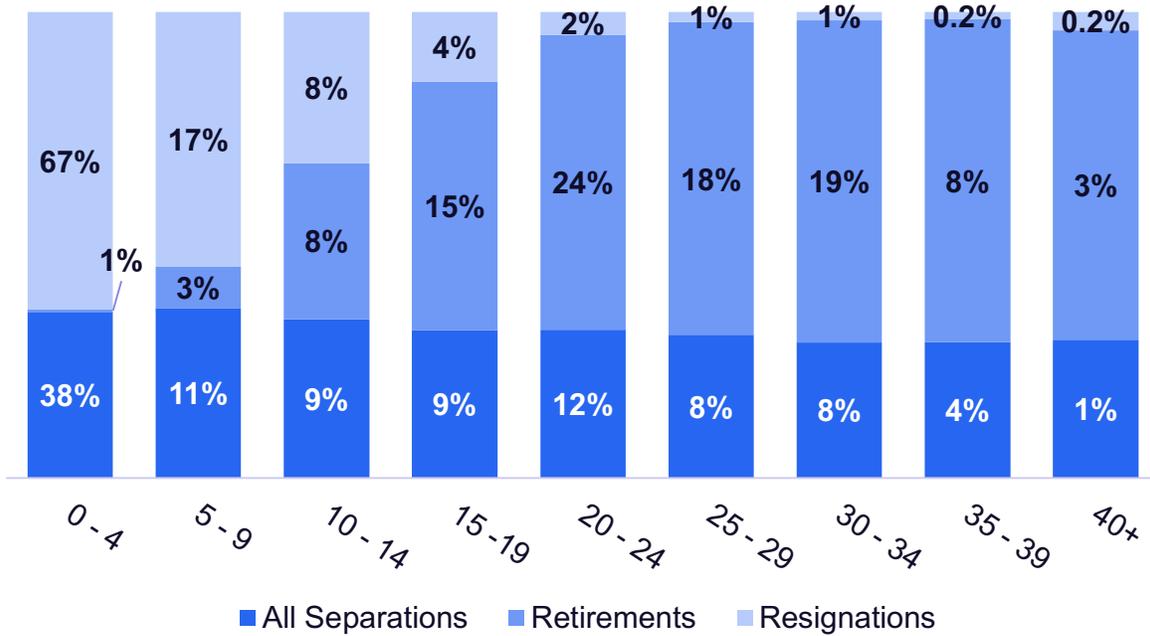
Transfers

A transfer occurs when an employee leaves one City agency for another. Transfers are determined by reviewing active employees on paid or unpaid leave after the preceding fiscal year (i.e., FY20) and being active or on paid or unpaid leave after the current or reporting fiscal year (i.e., FY21) in a different City agency.

NYC Government Workforce Transfers by Age Bands, Fiscal Year 2021

NYC Government Workforce Transfers by Years of Service Bands, Fiscal Year 2021

62% — 0 - 4
21% — 5 - 9
10% — 10 - 14
4% — 15 - 19
1% — 20 - 24
1% — 25 - 29
**1%** — 30 - 34
0.2% — 35 - 39
40+
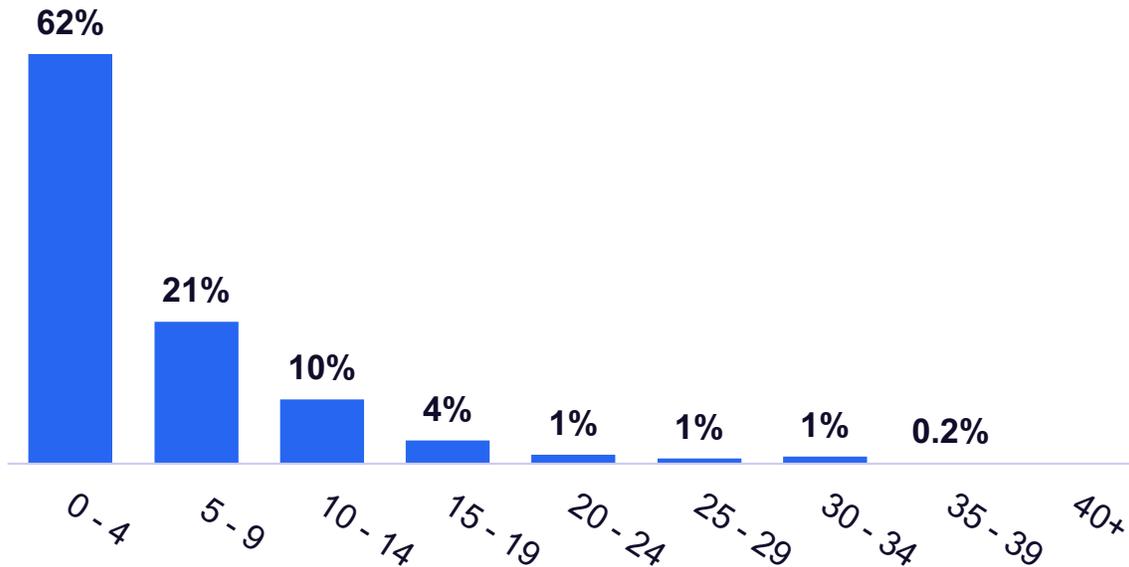
Retirement Eligibility

Defined benefit retirement plans are available to City employees and represent just one of the many significant benefits of a career in City service.

One strategy key to workforce planning entails understanding pension enrollment trends, retirement readiness, and being able to use recent and historical data about retirees to predict when employees might actually retire.

NYC Government Workforce Pension Enrollment, Fiscal Year 2021

Not Enrolled 10%

Out of 373,177 employees

Enrolled 90%
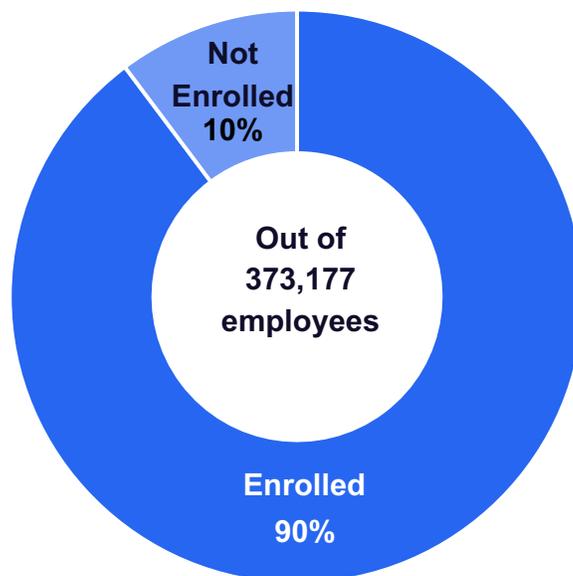
Age & Years of Service

Age is calculated based on the elapsed time between an employee's date of birth and June 30th of the fiscal year of the report.

**NYC Government Workforce vs. Total NYC Employed Population[16]
Age Distribution, Fiscal Year 2021**

■ % of NYC Government Workforce, Fiscal Year 2021
■ % of NYC Total Employed Population, Calendar Year 2021
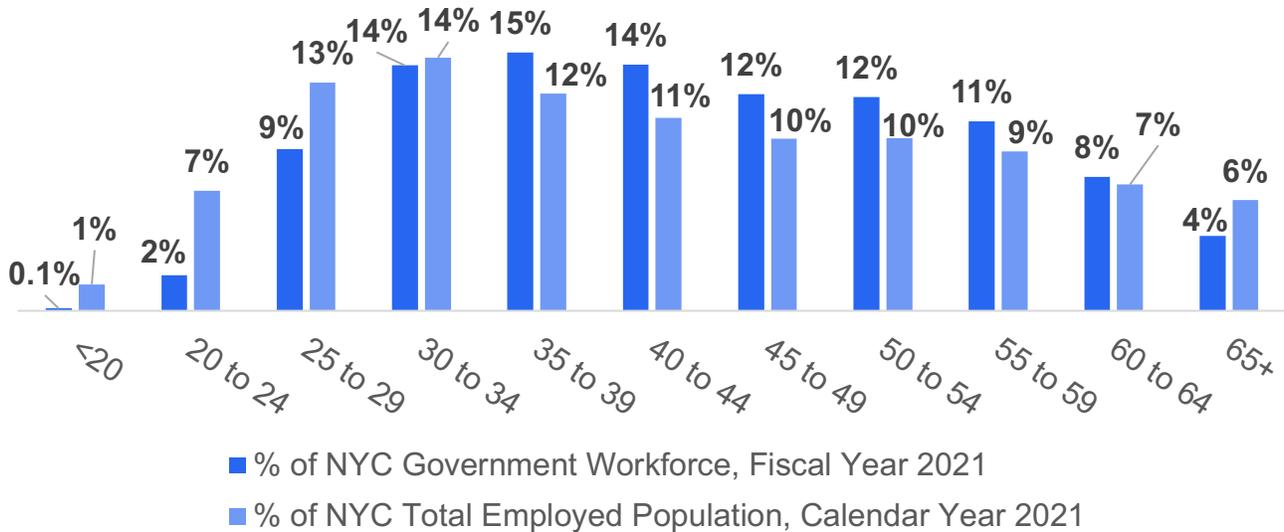
Years of Service is based on the elapsed time between a City employee's start date with the City of New York and June 30th of the fiscal year of the report.

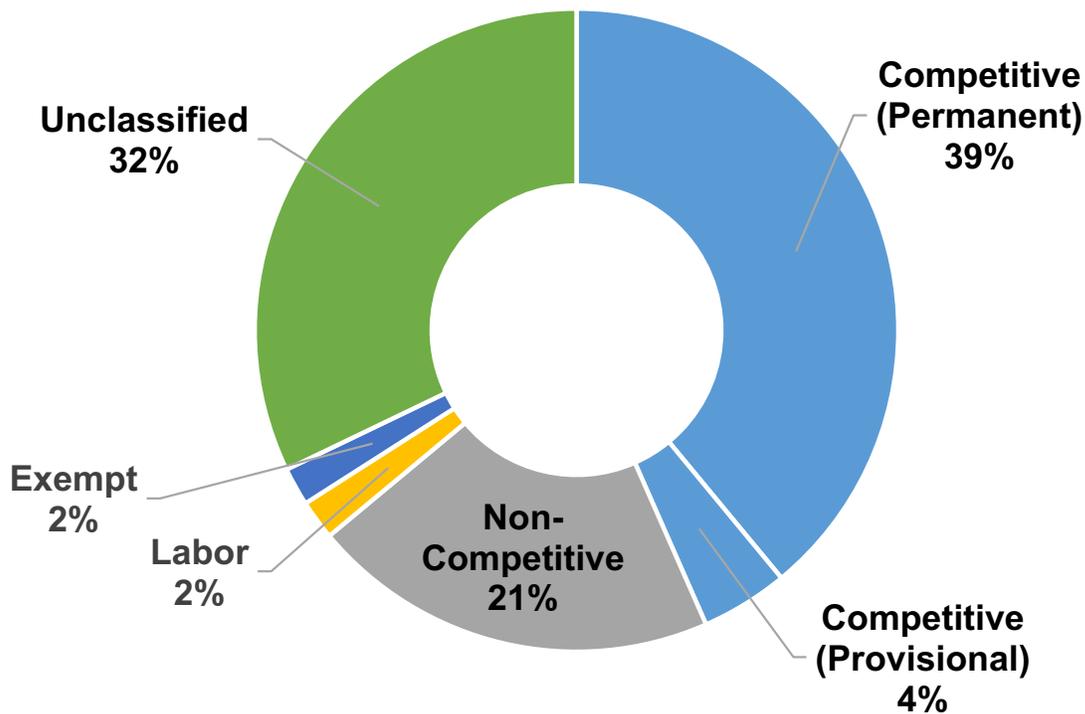**NYC Government Workforce Distribution by Years of Service, Fiscal Year 2021**

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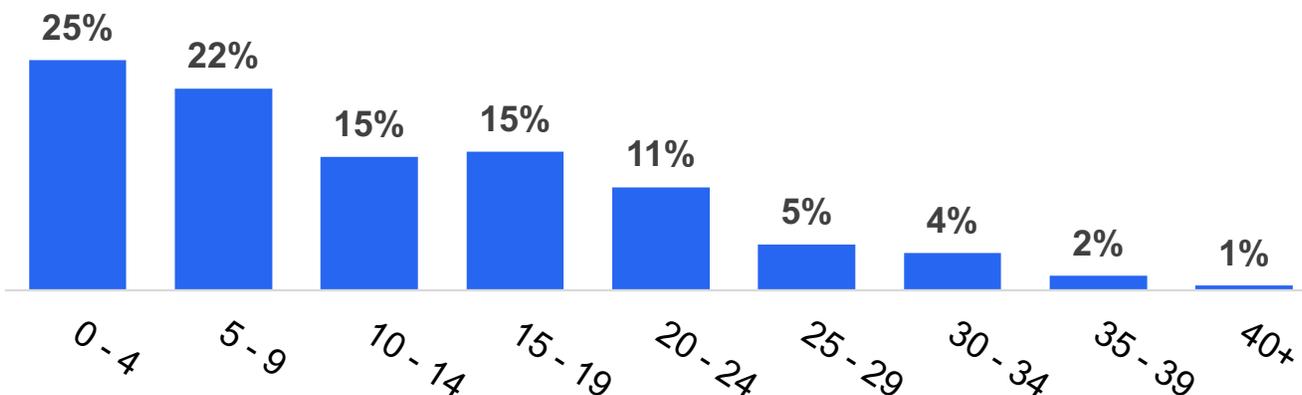
[16] Source: NYC total employed population source: United States Census Bureau: Calendar Year 2021 American Community Survey (ACS) Public Use Microdata Sample (PUMS)

Civil Service

The civil service system is administered according to the personnel rules and regulations[17] of the City of New York. It is designed to ensure that, wherever practicable, civil service jobs are awarded based on merit and fitness, as determined by competitive examinations.

All City government employees are appointed to one of several thousand civil service titles, which are grouped into four different jurisdictional classes: competitive[18], non-competitive, labor, and exempt. Some civil service titles, such as teachers, are part of the unclassified service.

NYC Government Workforce by Civil Service Jurisdictional Class, Fiscal Year 2021

Unclassified
32%

Competitive
(Permanent)
39%

Exempt
2%

Labor
2%

Non-Competitive
21%

Competitive
(Provisional)
4%

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[17] https://www.nyc.gov/site/dcas/reports/personnel-rules-regulations.page

[18] *The competitive class is comprised of permanent and provisional employees. Employees are appointed permanent to a civil service title when selected from a civil service list after serving a defined probationary period. Employees are appointed provisionally to a civil service title when a civil service list is not available and for a defined period of time not to exceed nine months, after which provisional employees are to be replaced with eligibles from a civil service list.*

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City of New York

Eric Adams, Mayor

Sheena Wright, First Deputy Mayor

**Dawn M. Pinnock, Commissioner
Department of Citywide Administrative Services**

NYC DCAS
Citywide Administrative Services